SUPPLEMENTAL TEMPLATES

FOR

L.E.A.D.S.S.

Equipping Leaders for Generational Impact

(Participants)

Supplementary Templates

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Overview of the Supplementary Templates

The RPG Supplementary Templates were created to equip pastors and ministry leaders with practical, repeatable tools that turn vision into action. Each template bridges biblical principles with everyday ministry practice, helping leaders plan with clarity, build healthy systems, and sustain long-term impact.

The pages in this packet are intentionally left unnumbered so you can freely copy, or reuse each template as needed for your ministry context. If you need assistance applying any template, please don't hesitate to contact us.

30-Day Vision Communication Plan	**Session 1**	Communicate the church's vision clearly and consistently
Vision Clarity Conversation Template	**Session 1**	Gather staff and leader feedback on how well the mission is understood
Vision Framing Template	**Session 1**	Clarify mission, vision, and core values
Discipleship Pathway Planning Template	**Session 2**	Create a growth journey from new believer to mature disciple
Volunteer Onboarding Checklist	**Session 2**	Ensure every new volunteer is trained, integrated, and equipped
Leadership Pipeline Diagram	**Session 2**	Track development stages for leaders
Systems Audit Template	**Session 3**	Evaluate ministry processes for alignment and simplicity
Discipleship Growth Plan	**Session 4**	Design measurable growth goals and actions for maturing believers
Outreach Engagement Plan	**Session 5**	Connect evangelism and service to discipleship and follow-up
The Integrated Ministry Blueprint	**Session 6**	Bring all templates together into one ministry blueprint
Extras: Leadership Presentation Outline & Peer Feedback Template	**Session 6**	Present and review final Church Strengthening Plan

30-Day Vision Communication Plan Template

The 30-Day Vision Communication Plan Template is designed to give leaders a clear, repeatable framework for communicating a new vision, ministry direction, or initiative; ensuring the message is understood, remembered, and acted upon.

This template turns messaging such as, "We should tell people about this," into a practical schedule with ownership, ensuring no leader launches something without a structured communication plan.

How to Use This Template

Use this plan when launching or reinforcing your church's vision, theme, or ministry focus.

- Present vision to staff, ministry heads, and key influencers first.
- Work through all steps with your team prior to launching the 30-day campaign.
- Keep the message consistent for 30 days.
- Communicate through multiple voices and platforms.
- Reinforce the "why" and the "how" behind the vision.
- Evaluate engagement and celebrate progress at the end of the month.
- Always end communication with one clear next step for involvement.

Overview of Launch Weeks

1 **Launch & Inspire**	Cast the vision clearly and passionately.	Present vision message, distribute materials, energize leaders.
2 **Reinforce the Vision**	Share stories that illustrate the vision.	Feature testimonies, post social clips, repeat key phrases.
3 **Invite Engagement & Ensure Alignment**	Deepen understanding and ownership.	Lead staff/volunteer huddles, track engagement, clarify FAQs.
4 **Celebrate & Commit**	Celebrate wins and prepare for sustainability.	Recap results, thank volunteers, announce next phase of the vision.

30-Day Vision Communication Guide & Summary

1. Clarify the Message	Define what you want people to remember.	"What is the core vision statement or key phrase we want everyone to know?"	Write one clear sentence and 3-5 supporting points. *Example: "We exist to lead people to live and love like Jesus."*
2. Identify the Audiences	Know who needs to hear it.	"Who are we trying to reach or inspire through this message?"	List internal (staff, volunteers) and external (community, new guests) audiences. *Example: Volunteers need clarity; congregation needs excitement.*
3. Choose Communication Channels	Select where and how you'll share it.	"What methods will best reach each group?"	Sermons, emails, texts, social posts, videos, meetings, huddles. *Example: Week 1 sermon, weekly email recap, texts, etc.*
4. Create a Weekly Rhythm	Keep the message consistent for 4 weeks.	"How can we reinforce the same vision each week in a fresh way?"	Week 1: Launch sermon Week 2: Story or testimony Week 3: Leader devotional or training Week 4: Celebration moment.
5. Assign Roles & Responsibilities	Give every message an owner.	"Who will say it, share it, post it, or model it?"	Assign preachers, communicators, admins, social media, or ministry leads. *Example: Pastor preaches; communication team posts clips; ministry leaders reinforce in meetings.*
6. Prepare Supporting Materials	Create tools that visually and verbally reinforce the message.	"What visuals, videos, or resources will help the message stick?"	Design slides, banners, handouts, digital graphics, or short videos. *Example: Vision cards handed out in service and posted on IG stories.*
7. Track Engagement	Measure understanding and participation.	"Are people hearing, sharing, and living the vision?"	Watch attendance trends, track social engagement, collect stories, or hold small focus group check-ins. *Example: Ask 5 people to recite the vision.*
8. Celebrate & Reinforce	End the 30 days strong with gratitude and focus.	"How can we celebrate wins and keep the vision alive?"	Share stories in worship, highlight testimonies, and preview next steps. *Example: "Vision Sunday" recap video + volunteer appreciation moment.*

30-Day Vision Communication Worksheet (Sample 1)

Week 1 – Launch the Vision

Main Goal: Clearly present the vision to leaders first, then to the congregation.

	Sunday Service Launch – share the vision publicly in service, tie it to Scripture and mission.		
	Mid-week Service – share the vision publicly in service, tie it to Scripture and mission.		
	Host a Q&A session after a service or midweek to answer questions.		
	Have small group leaders discuss the vision in their meetings.		
	Email Blast #1 – send a short, inspiring vision summary with a call to action.		

Week 2 – Reinforce the Vision

Main Goal: Keep the vision visible and repeat the key message in multiple ways.

	Sunday Service – share a story/testimony in service that connects emotionally to the vision.		
	Mid-week – post vision quotes & Scriptures on social media and highlight the vision in service.		
	Have small group leaders discuss the vision in their meetings.		
	Email Blast #2 – send a short, inspiring vision summary with a call to action.		

Week 3 – Invite Engagement & Ensure Alignment

Main Goal: Show people where they fit in the vision.

	Sunday Service – share a story/testimony in service that connects emotionally to the vision.		
	Mid-week – post vision quotes & Scriptures on social media and highlight the vision in service.		
	Huddle with your team leads for encouragement and to hear feedback about your progress.		
	Share specific volunteer or ministry opportunities tied to the vision.		
	Email Blast #3 – send a short, inspiring vision summary with a call to action.		

Week 4 – Celebrate & Commit

Main Goal: Anchor the vision with stories, commitment, and prayer.

	Sunday Service – share a final story/testimony in service that connects emotionally to the vision.		
	Mid-week – final connection with & hear from your congregation. Share early wins or initial results from people engaging with the vision. Have a public commitment moment.		
	Share inspiring video clips from members on social media.		
	Email Blast #4 – celebrate progress and remind of next steps.		

30-Day Vision Communication Worksheet (Sample 2)

Vision Theme / Statement:

Start Date: _____ **End Date:** _____

Key Messages (3-5 points):

1. _____
2. _____
3. _____
4. _____

Audiences & Channels

Congregation			
Staff & Leaders			
Volunteers			
Community			

Weekly Plan (Mark as Completed)

Week 1	Launch & Inspire	Sermon, Email, Social Post		☐
Week 2	Reinforce the Vision	Testimony, Video, Group Discussion		☐
Week 3	Invite Engagement & Ensure Alignment	Leadership Huddle, Devotional		☐
Week 4	Celebrate & Commit	Vision Sunday, Video Recap		☐

Follow-Up Metrics

Engagement Rate (Attendance or Views)			
New Volunteers / Sign-Ups			
Story Submissions / Testimonials			
Vision Recall (Survey % who remember key phrase)			

Reflection & Next Steps

- What worked best in communicating the vision?

- What would you change next time?

- How will we keep this message alive beyond 30 days?

Vision Clarity Conversation Worksheet

The Vision Clarity Conversation Worksheet help leaders clearly understand and communicate God's call for their ministry, align activities with that call, and unite the team around shared vision, mission, and values. It helps teams understand the "why" behind what you are doing.

Step 1 – Prayer and Biblical Foundation

Read and reflect together before beginning.

- Matthew 28:18-20 – Our ultimate mission.
- Acts 1:8 – Our Spirit-empowered reach.
- Ephesians 4:11-13 – Equipping the saints for ministry.
- Habakkuk 2:2 – Writing the vision plainly.

Notes:

Step 2 – Restate Our Identity

Vision Statement: (What future is God calling us toward?)

Mission Statement: (What core work are we called to do every day?)

Core Values: (What principles guide how we work and lead?)

1.
2.
3.

Step 3 – Clarifying Questions

- Does everyone on our team know and understand our vision? **Yes / No**
- Are our current activities aligned with our mission? **Yes / No**
- Are we living out our stated core values consistently? **Yes / No**
- Where have we drifted from God's call?

Step 4 – Gap and Alignment Check

What's going well?

What's out of alignment?

What must be stopped, started, or changed?

Step 5 – Next Steps and Communication Plan

Action Steps:

1.
2.
3.

Who is Responsible?

How and when will we communicate the vision?

- ☐ Team Meetings
- ☐ One-on-Ones
- ☐ Email Updates
- ☐ Pulpit/Service Announcements
- ☐ Other: _____

Step 6 – Prayer of Commitment

End the conversation by committing your vision and mission back to God. Pray for clarity, courage, and unity.

Vision Framing Template

The Vision Framing Template help leaders articulate a clear, biblical, and actionable vision, mission, and values for their church or ministry.

Step 1 – Vision Statement (Where We're Going)

A vision statement paints a clear picture of the future you believe God is leading your church toward.

- Focus on *destination*, what it will look like when the mission is lived out.
- Should inspire faith and action.
- Keep it 1-2 sentences.

Biblical Anchor Example: Habakkuk 2:2 – "Write the vision; make it plain on tablets, so he may run who reads it."

My Vision Statement:

_____

_____

_____

Step 2 – Mission Statement (What We Do Every Day)

A **mission statement** is a short, memorable description of your church's God-given assignment.

- Focus on purpose, why you exist as a ministry.
- Keep it 1-2 sentences.
- Use language anyone in your church can understand and repeat.

Biblical Anchor Example: Matthew 28:19-20 – "Go and make disciples of all nations…"

My Mission Statement:

_____

_____

_____

Step 3 – Core Values (What We Stand For)

Core values are the biblical convictions that shape decisions, relationships, and culture in your church.

- Choose 3-5 key values.
- Attach a Scripture reference to each.
- Make sure they are practiced, not just printed.

Example:

1. **Biblical Teaching** – 2 Timothy 3:16-17
2. **Authentic Community** – Acts 2:42-47
3. **Servant Leadership** – Mark 10:45

My Core Values:

1. _____ | Verse: _____
2. _____ | Verse: _____
3. _____ | Verse: _____
4. _____ | Verse: _____
5. _____ | Verse: _____

Step 4 – Strategic Priorities (How We Will Get There)

Identify 3-5 key ministry focus areas for the next 12-24 months. These should align with your mission, move toward your vision, and be measurable.

Example:

- Launch small group discipleship program.
- Develop a new leaders' training pipeline.
- Increase local outreach partnerships.

Our Strategic Priorities:

1.
2.
3.
4.

Step 5 – Vision Communication Plan (How We Will Share It)

A great vision unspoken is a great vision unrealized. Plan how you will consistently communicate vision to your church.

- Sermons
- Leadership meetings
- Volunteer training
- Visual displays (bulletin, walls, website)

My Communication Plan:

Step 6 – 90-Day Action Steps

List specific, measurable actions you will take in the next 90 days to move your vision forward.

- Keep each step small and doable.
- Assign responsibility and deadlines.

Example:

- **By March 15** – Finalize and print new mission/vision cards.
- **By April 1** – Present vision to all ministry leaders.

My 90-Day Action Steps:

1. _____ | Date: _____ | Person: _____
2. _____ | Date: _____ | Person: _____
3. _____ | Date: _____ | Person: _____

Step 7 – Prayer Focus

Every vision must be saturated in prayer. Write a prayer focus for your leadership team and congregation.

Example Prayer:
"Lord, unite us around Your mission and ignite our hearts with Your vision. Show us where to go, how to get there, and give us the courage to obey."

My Prayer Focus:

_____

_____

_____

Discipleship Pathway Planning Template

The Discipleship Pathway Planning Template helps leaders create a clear, intentional process for helping people grow from new believers to mature disciple-makers.

Step 1 – Define Your Discipleship Destination

Ask: "What does a fully devoted follower of Jesus look like in our church context?"

- Describe qualities of spiritual maturity (character, habits, service, leadership).
- Keep it simple and biblical.
- **Biblical Anchor Example:** Colossians 1:28 – "We proclaim Him, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ."

Our Discipleship Destination Statement:

Step 2 – Identify the Stages of Growth

Break the discipleship journey into clear, progressive stages.

Example:

1. **Exploring Faith** – Curious, seeking answers (Acts 17:11).
2. **New Believer** – Beginning to follow Jesus (Acts 2:41).
3. **Growing Disciple** – Learning and serving (Colossians 2:6-7).
4. **Mature Disciple** – Living missionally, mentoring others (2 Timothy 2:2).

Our Stages:

1.
2.
3.
4.

Step 3 – Define Key Milestones for Each Stage

What should a person know, be, and do at each stage?

- **Know** – Biblical truth and doctrine.
- **Be** – Christlike character transformation.
- **Do** – Spiritual habits and ministry engagement.

Example for "New Believer" Stage:

- **Know:** Gospel basics, assurance of salvation.
- **Be:** Developing trust in God, joy in salvation.
- **Do:** Regular prayer, attending worship, connecting with a small group.

Our Milestones:

Stage 1			
Stage 2			
Stage 3			
Stage 4			

Step 4 – Map Ministry Environments to the Pathway

Determine what ministries or opportunities move people from one stage to the next.

- Worship services, Bible studies, small groups, mentorship programs, serving teams, outreach opportunities.

Example:

- Stage 1 – Stage 2: New Believers' Class.
- Stage 2 – Stage 3: Small group + serving team.
- Stage 3 – Stage 4: Leadership training + mentoring others.

Our Ministry Map:

Step 5 – Assign Leaders and Support

Who is responsible for each part of the discipleship process?

- Staff leaders, lay leaders, volunteer mentors.
- Include accountability and coaching.

Our Assigned Leaders:

Step 6 – Communication Plan

How will you explain the discipleship pathway to your congregation?

- Visual diagrams, sermon series, printed guides, personal invitations, etc.

Our Communication Plan:

Step 7 – 90-Day Action Steps

List practical next steps to launch or improve your discipleship pathway in the next three months.

Example:

1. Create a one-page discipleship pathway visual by March 1.
2. Train small group leaders on discipleship milestones by April 1.
3. Launch a New Believers' Class by May 1.

Our 90-Day Steps:

1. _____ | Date: _____ | Person: _____
2. _____ | Date: _____ | Person: _____
3. _____ | Date: _____ | Person: _____

Step 8 – Prayer Focus

Every discipleship plan must be covered in prayer.

Example Prayer:
"Lord, help us not just make converts but mature disciples who love, obey, and reproduce disciples for Your glory."

Our Prayer Focus:

Volunteer Onboarding Checklist

The Volunteer Onboarding Checklist ensure every new volunteer is spiritually prepared, well-trained, and fully integrated into their ministry role.

Volunteer Name: _____ **Ministry Area:** _____

Start Date: _____ **Leader:** _____

Step 1 – Spiritual Readiness

☐ Commitment to Christ & active in church life
☐ Agrees with church mission, vision, and values
☐ Basic understanding of servant leadership (Mark 10:45)
☐ Teachable and submits to leadership

Notes:

_____

_____

Step 2 – Application & Screening

☐ Application form completed
☐ Background check (if applicable)
☐ Ministry interview completed
☐ Reference check (if needed…for sensitive roles like children's ministry)

Notes:

_____

_____

Step 3 – Orientation

☐ Received welcome packet (mission, vision, values)
☐ Tour of facilities and ministry area
☐ Introduced to team members
☐ Reviewed safety and church policies

Notes:

_____

_____

Step 4 – Role Training

☐ Job description reviewed
☐ Walkthrough of responsibilities
☐ Shadowed an experienced team member for at least 2 weeks
☐ Trained on or review of required skills/equipment

Notes:

_____
_____

Step 5 – Commitment & Commissioning

☐ Signed volunteer commitment form
☐ Serving schedule confirmed
☐ Public prayer or commissioning completed (during service or ministry meeting)

Notes:

_____
_____

Step 6 – Ongoing Support

☐ Assigned mentor or ministry coach
☐ Monthly/quarterly leader check-in
☐ Access to workshops or resources
☐ Annual review & recommitment completed

Notes:

_____
_____

Leader Signature: _____ **Date:** _____

Next Review: _____

Leadership Pipeline Diagram

The Leadership Pipeline Diagram is designed to help your team visualize how people grow from first-time guests to mature disciple-makers and leaders in your church.

Visual Layout Suggestion for Manual:

Draw this as a vertical funnel or staircase with each stage clearly labeled and arrows showing movement upward. Add brief descriptors at each stage so leaders can see the pathway at a glance. Start creating your pipeline with Stage 1 at the bottom of the diagram, and answer all 4 bullet points.

Stage 1 – Community Connection (Outreach Focus)

- **Who:** People in your community who don't yet attend your church
- **Goal:** Engage them in relationships, community events, and outreach
- **Example Activities:** Serve days, community connect days, social media engagement
- **Next Step:** Invite to Sunday worship or entry-level connection event

Stage 2 – Congregation Involvement (Belonging Focus)

- **Who:** Regular attenders who are not yet serving or in groups
- **Goal:** Help them feel connected and understand the church's mission
- **Example Activities:** Newcomers' lunch, membership class, small group sign-ups
- **Next Step:** Encourage joining a ministry team or discipleship group

Stage 3 – Contributor Engagement (Serving Focus)

- **Who:** Volunteers serving regularly in ministries
- **Goal:** Equip them to serve effectively and grow spiritually
- **Example Activities:** Ministry training, mentorship, skill development
- **Next Step:** Identify potential leaders and begin leadership development track

Stage 4 – Core Leadership Development (Multiplication Focus)

- **Who:** Ministry leaders, small group leaders, key volunteers
- **Goal:** Equip them to lead teams, disciple others, and multiply leaders
- **Example Activities:** Leadership huddles/training, or coaching
- **Next Step:** Commission leaders to launch new ministries or lead in greater capacity

Stage 5 – Commissioned Leaders (Sending Focus)

- **Who:** Leaders prepared to start new ministries, church plants, or missions work
- **Goal:** Release leaders into new Kingdom assignments
- **Example Activities:** Commissioning service, ongoing mentoring, ministry partnerships
- **Next Step:** Ongoing coaching and support

Systems Audit Template

The System Audit Template is used to help ministry leaders evaluate, simplify, and align their ministry systems so that every process serves the church's mission and discipleship pathway effectively. It ensures the structures and processes of a church (i.e., follow-up, volunteer onboarding, event planning, etc.) are not just functional, but spiritually aligned, efficient, and reproducible.

Instructions:

Using the 8-steps below in the System Audit Guide & Summary, identify the key systems in your church to audit, and audit each system separately. Start with 3-5 systems that impact people flow or ministry effectiveness the most. When you are finished, share your findings with your team for input. Also, list at least one improvement that you and your team can implement in the next 90 days.

How to Use this Template in Ongoing Ministry:

- Audit at least one system per quarter.
- Involve your team, those who use it daily have key insights.
- Document everything visually (charts or flow diagrams).
- Link your audits to the Discipleship Pathway for full integration.
- Keep all templates in a shared binder, online or external drive.
- Celebrate improvements and share wins in leadership meetings.

System Audit Guide & Summary

1 **System Overview**	**Identify Your Key Systems**	List all major systems that drive ministry. Focus on 3-5 systems that impact growth, engagement, or retention.
2 **System Purpose**	**Define the Purpose**	Write why each system exists, what need it meets or problem it solves.
3 **System Flow**	**Map the Flow**	List 5-7 major steps showing how the process currently works.
4 **Pain Points / Bottlenecks**	**Assess Pain Points**	Note areas of confusion, redundancy, or delay
5 **System Ownership & Dependencies**	**Assign Ownership**	Record who manages each part of the system and what dependencies exist. Clear ownership creates accountability.
6 **Improvements & Action Plan**	**Plan Improvements**	Document what will be fixed, by whom, and by when.
7 **Success Metrics**	**Track Success Metrics**	List 2-3 measurable results that prove this system is working.
8 **Review Summary**	**Review Regularly**	Audit systems quarterly or during team retreats to ensure continued alignment and improvement.

SYSTEMS AUDIT WORKSHEET

1. **System Overview** – Describe the system that keeps the ministry running. (What regular process/system do we use to keep our ministry running smoothly?)

2. **System Purpose** – Describe the primary goal of this system and how it serves your mission. (Why does it exist? What problem does this system solve or prevent? If we stopped doing this, what would break or who would be affected?)

3. **System Flow (5-7 Steps)** – Describe the sequence of actions. (What are the main steps from start to finish in this system? How does it start, what happens next, and how does it end? Who is responsible at each stage?)
   1.
   2.
   3.
   4.
   5.
   6.
   7.

4. **Pain Points / Bottlenecks** – Identify where breakdowns occur. (Where do delays, confusion, or breakdowns usually happen? What do people complain about or find unclear in this system?)

   List issues, breakdowns, or inefficiencies in this process.

   1.
   2.
   3.
   4.
   5.
   6.
   7.
   8.
   9.
   10.

On a scale of 1-5:

- How simple is this process to follow? **Simplicity Score (1-5):** ____
- How well does it align with our mission? **Alignment Score (1-5):** ____

5. **System Ownership & Dependencies** – Define accountability and support. (Who owns this system? Who or what else/needs to be involved for it to work smoothly? Are there any missing roles or unclear responsibilities?)

   Example –

   - **Step/Task:** Enter Guest info
   - **Primary Owner:** Admin. Assist.
   - **Support/Dependency:** Data Software
   - **Notes:** Must be completed within 24hrs

6. **Improvements & Action Plan** – Outline an action plan for change. (What needs to be fixed, the ministry impact, and who will do it, by when?)

7. **Success Metrics** – Details to measure progress and health. (How will we know this system is working?)

   List at least 2-3 measurable results that show growth or effectiveness.

8. **Review Summary** – Outline the rhythm and accountability. (How often will we check this system again?)
    - **Date of Review:** _____
    - **What Improved:** _____
    - **What Still Needs Work:** _____
    - **Does this system align with our goals/Explain briefly:**

      _____

      _____

      _____

    - **Next Review Date:** _____

Leader Signature: _____

Reviewed By: _____

Discipleship Growth Plan Template

The Discipleship Growth Plan Template is designed to give leaders and members a clear, intentional roadmap for spiritual maturity, both for themselves and for those they are discipling. Follow the instructions in each step, to complete the template.

1. **Stage Name**
    - Give each stage a simple, memorable name that fits your context.
    - Examples: Exploring Faith*,* New Believer*,* Growing Disciple*,* Mature Disciple-Maker*.*
2. **Biblical Goal**
    - Anchor the stage in a specific passage of Scripture.
    - Example for "New Believer": Colossians 2:6-7*,* "Continue to live in Him… rooted and built up in Him."
3. **Key Outcomes**
    - What do we expect people to know, do, and be at this stage?
    - Examples: Knows the basics of the gospel, reads Bible daily, connected to a small group.
4. **Growth Environments**
    - List the settings that will help this person grow.
    - Examples: Small groups, one-on-one mentoring, serving on a team, Bible class.
5. **Next Step Action**
    - The one most important step to help them progress to the next stage.
    - Example: Invite them to a membership class or leadership pipeline.
6. **Leader/Coach**
    - Name who is responsible for walking with them at this stage.
    - Example: Small group leader, ministry coach, elder, or pastor.
7. **Measurable Indicators**
    - How will you know they're ready for the next stage?
    - Examples: Sharing faith with others, mentoring someone new, leading a group.

Outreach Engagement Plan Template

The Outreach Engagement Plan Template help churches and lay leaders strategically plan, coordinate, and measure community outreach efforts so that they directly support the Great Commission and the church's mission.

How to Use the Template

You'll fill out one template for each outreach or mission initiative you want to plan. It works for:

- Ongoing ministries (e.g., monthly homeless outreach)
- Seasonal events (e.g., Christmas toy drive)
- One-time projects (e.g., disaster relief trip)

You can use this in leadership planning meetings, ministry team workshops, or small group missional brainstorming sessions.

1. **Initiative Name**
    - A short, clear title for your outreach.
    - Example: Back-to-School Blessing, Adopt-a-Block, Medical Mission to Africa.
2. **Type**
    - Identify if it's **Local** (within your community) or **Global** (cross-cultural or international).
3. **Purpose**
    - Why are you doing this? Link it to your church's mission and discipleship goals.
    - **Example:** To serve families in our neighborhood and build relationships that open doors for the gospel.
4. **Target Group**
    - Who specifically are you trying to reach?
    - Example: Single parents, high school students, unreached people group.

5. **Action Steps**
    - What is the step-by-step plan from preparation to execution?
    - Example:
        1. Recruit volunteers.
        2. Partner with local school.
        3. Purchase supplies.
        4. Distribute items with personal prayer time offered.
6. **Leader/Team**
    - Who is responsible for leading and supporting this initiative? Assign roles clearly.
7. **Gospel Connection**
    - How will people hear about Jesus through this initiative?
    - Example: Share testimonies during event, offer prayer stations, follow up with an invitation to small group.
8. **Follow-Up Plan**
    - How will you connect with people after the event or project and integrate them into your discipleship pathway?
    - Example: Add contact to church database, invite to “Discover Faith” class, connect with a small group leader.
9. **Timeline**
    - Start date, key milestones, and completion date.
10. **Success Indicators**
    - How will you measure both **practical** and **spiritual** results/impact?
    - Examples: Number of people served, number of gospel conversations, new small group sign-ups.

INTEGRATED MINISTRY BLUEPRINT

2 creates one unified ministry plan so leaders can clearly see how vision, discipleship, systems, outreach, and leadership development all work together, instead of operating as disconnected parts.

Church Information

- Church Name:
- Lead Pastor:
- Leadership Team Members:

1. VISION FRAME — *Why We Exist & Where We're Headed*

(Sets direction for everything else)

Vision — Where God is leading us:

Mission — What we do every day:

Core Values — How we operate & make decisions:

1.
2.
3.
4.
5.

90-Day Vision Priorities:

-
-
-

2. DISCIPLESHIP PATHWAY — *How People Grow Here*

(Connects people from first-time guest to multiplying disciple)

Stages:

1. _____
2. _____
3. _____
4. _____
5. _____

Key Milestones (Know / Be / Do):

- Stage 1:
- Stage 2:
- Stage 3:
- Stage 4:

Ministry Environments That Move People Forward:
(Worship, Small Groups, Mentoring, Serving, Leadership Training, etc.)

3. SYSTEMS ALIGNMENT — *How Our Church Runs Smoothly*

(Ensures structure supports discipleship — not competes with it)

Systems Audited (Top 3–5):

-
-
-

Key Problems We Identified:

-
-
-

Immediate Fixes (Next 90 Days):

-
-
-

Success Metrics (How We Know It's Working):

- Attendance / engagement:
- Follow-up completion:
- Volunteer retention:

4. VOLUNTEERS & LEADERS — *Developing & Supporting People Who Serve*

Volunteer Onboarding Health Check:

☐ Clear expectations

☐ Training & shadowing

☐ Mentor assigned

☐ Ongoing check-ins

☐ Annual recommitment

Leadership Pipeline (Who's Moving Up?):

- Emerging Leaders:
- Developing Leaders:
- Core Leaders:
- Commissioned Leaders:

5. DISCIPLESHIP GROWTH PLAN — *Intentional Spiritual Formation*

For each stage of your pathway, define:

Stage Name:

Biblical Goal:

Key Outcomes:

Growth Environments:

Next Step:

Leader/Coach:

Readiness Indicators:

(Repeat as needed for each stage.)

6. OUTREACH & MISSION — *Serving Beyond the Walls*

Local Initiative

- Name:
- Purpose:
- Target Group:
- Follow-Up Strategy:

Global / Partnership Initiative

- Partner:
- Purpose:
- Follow-Up Strategy:

Gospel Connection:
How will people hear or experience the message of Christ through this effort?

7. LEADERSHIP MULTIPLICATION — *Securing Future Ministry*

Leadership Multiplication Vision:

People I Am Developing (Level 2):
1.
2.
3.

Who THEY Are Developing (Level 3):
1.
2.
3.

Mentoring Rhythm:

☐ Quarterly check-ins

☐ Coaching conversations

☐ Accountability & prayer

FINAL INTEGRATION SUMMARY — *When Everything Works Together…*

When our vision**,** systems**,** discipleship**,** outreach, and leadership development align:

- People clearly know the mission
- Guests don't fall through the cracks
- Volunteers thrive instead of burn out
- Leaders multiply instead of maintain
- Outreach connects people into discipleship
- Ministry becomes intentional, not accidental

Our "Next 3 Big Moves" (Starting THIS Quarter):

1.

2.

3.

EXTRAS

Leadership Presentation Outline

The Leadership Presentation Outline gives participants a clear framework for presenting their Church Strengthening Plan or Leadership Development Project in a concise and engaging way.

Time: 10-15 minutes per presentation

Format: Presentation followed by 5 minutes of peer feedback

Presentation Structure

Introduction (2 min)	Introduce yourself, your ministry context, and the leadership challenge or opportunity you addressed.	
Vision & Biblical Foundation (2 min)	Share the Scripture and guiding vision that shaped your project. Explain how it aligns with your church's mission and the RPG pillars.	
Strategy Overview (3-4 min)	Summarize your plan or system. Highlight the key steps, goals, and structure you developed.	
Implementation Plan (3-4 min)	Describe how you plan to execute the strategy, key people involved, timeline, and resources needed.	
Expected Outcomes (2 min)	Share measurable goals or anticipated results (spiritual, organizational, or missional impact).	
Lessons Learned & Personal Growth (2 min)	Reflect on what you learned during the process and how it's shaped your leadership.	
Call to Action/Closing (1 min)	End with one clear takeaway, quote, or challenge for the group.	

Peer Feedback Template

The Peer Feedback Template focuses on growth and clarity, and is used to provide encouraging, constructive, and specific feedback to each presenter from their peers. Each participant should complete one per presenter.

Presenter Name: _____

Project / Plan Title: _____

Evaluator Name: _____ **Date:** _____

Feedback Area w/Comments or Suggestions

1. **Clarity of Vision & Biblical Foundation (Be Specific)**

_____

_____

_____

2. **Relevance & Alignment with RPG Pillars (Be Specific)**

_____

_____

_____

3. **Practicality of Plan / Strategy (Be Specific)**

_____

_____

_____

4. **Presentation Skills (Engagement, Confidence, Structure) (Be Specific)**

_____

_____

_____

5. **Key Strengths Observed (Be Specific)**

_____

_____

_____

6. **Areas to Strengthen / Clarify (Be Specific)**

_____

_____

_____

7. **Biggest Takeaway or Encouragement (Be Specific)**

_____

_____

_____

Leadership Multiplication Plan

The Leadership Multiplication Plan Template give pastors, ministry leaders, and lay leaders a clear, repeatable framework for identifying, developing, and releasing new leaders in a biblical, intentional, and sustainable way, who will multiply ministry impact.

Step 1 – Clarify Your Leadership Multiplication Vision

Describe why leadership multiplication matters in your ministry and what you hope to see God accomplish through it.

Biblical Anchor Example: 2 Timothy 2:2 – "And the things you have heard me say… entrust to reliable people who will also be qualified to teach others."

My Leadership Multiplication Vision:

_____

_____

_____

_____

Step 2 – Identify Potential Leaders

List current members or volunteers who demonstrate faithfulness, teachability, and servant-heartedness.

- Look for character first, then skills.
- Pray over each name before inviting them into development.

Example Criteria:

- Faithful in small things (Luke 16:10)
- Shows spiritual hunger (Psalm 42:1-2)
- Serves without needing recognition (Mark 10:43-45)

Potential Leaders:

1.
2.
3.
4.

Step 3 – Define Development Pathway

Outline the intentional steps you will take to help these leaders grow in knowledge, skill, and spiritual maturity. Consider these stages: Observe + Assist + Lead with Support + Lead Independently + Multiply Others. (**NOTE:** At every stage the leader and mentor should debrief.)

Example:

- **Months 1-2:** Observe ministry in action and attend leadership training.
- **Months 3-4:** Assist in small leadership tasks (greeting, leading prayer, coordinating small part of service).
- **Months 5-6:** Lead a full ministry responsibility with coaching.

My Development Pathway:

Step 4 – Assign Mentors & Accountability

Each emerging leader should have a mentor who meets with them regularly to:

- Pray together
- Review progress
- Offer feedback and encouragement

Mentor Assignments:

Leader: _____ - Mentor: _____
Leader: _____ - Mentor: _____

Step 5 – Equip with Training & Resources

List the specific teaching, tools, or experiences you will provide to prepare leaders.

- Leadership books (Nehemiah, The Timothy Principle)
- Ministry skills workshops
- Shadowing seasoned leaders
- Bible study on servant leadership

Resources to Use:

Step 6 – Empower & Release

Plan when and how you will formally release the leader into greater responsibility.

- Commission them in a service (Acts 13:2-3)
- Announce to the team to build trust and support
- Give them authority with clear expectations

Empower & Release Plan:

Step 7 – Evaluate & Multiply Again

Set evaluation points to assess:

- Spiritual health
- Ministry effectiveness
- Leadership reproduction (are they developing others?)

Example:

- Quarterly check-in meetings
- Review ministry fruit (Matthew 7:17-18)
- Adjust training as needed

My Evaluation Plan:

Step 8 – Prayer & Blessing

Write a prayer asking God to grow these leaders in humility, faith, and courage.

My Leadership Multiplication Prayer:

Leadership Multiplication Chart

The Leadership Multiplication Chart (Complements the Leadership Multiplication Plan) give leaders a visual tool for tracking how leadership development spreads over multiple generations, so they can see if they're truly multiplying or just maintaining. The Leadership Multiplication Chart:

1. Shows The Generational Impact of Leadership Development
2. Creates Accountability for Multiplication
3. Motivates Leaders to Reproduce Themselves
4. Identifies Gaps in Leadership Development
5. Helps Plan for Future Growth.

Use this chart in Session 6 to track how leadership growth spreads over time.

- **First Row:** The leaders you directly mentor (Level 2).
- **Second Row:** Leaders they mentor (Level 3).
- **Third Row:** Leaders those leaders' mentor (Level 4).
- **Four Row & Beyond:** Shows the exponential growth (*See example on final page*).

Add your "leadership family tree" (who developed whom). This gives a visual of multiplication over time. Aim for at least 3-4 generations of leadership multiplication. If each leader you develop reproduces at least two leaders, the growth is exponential.

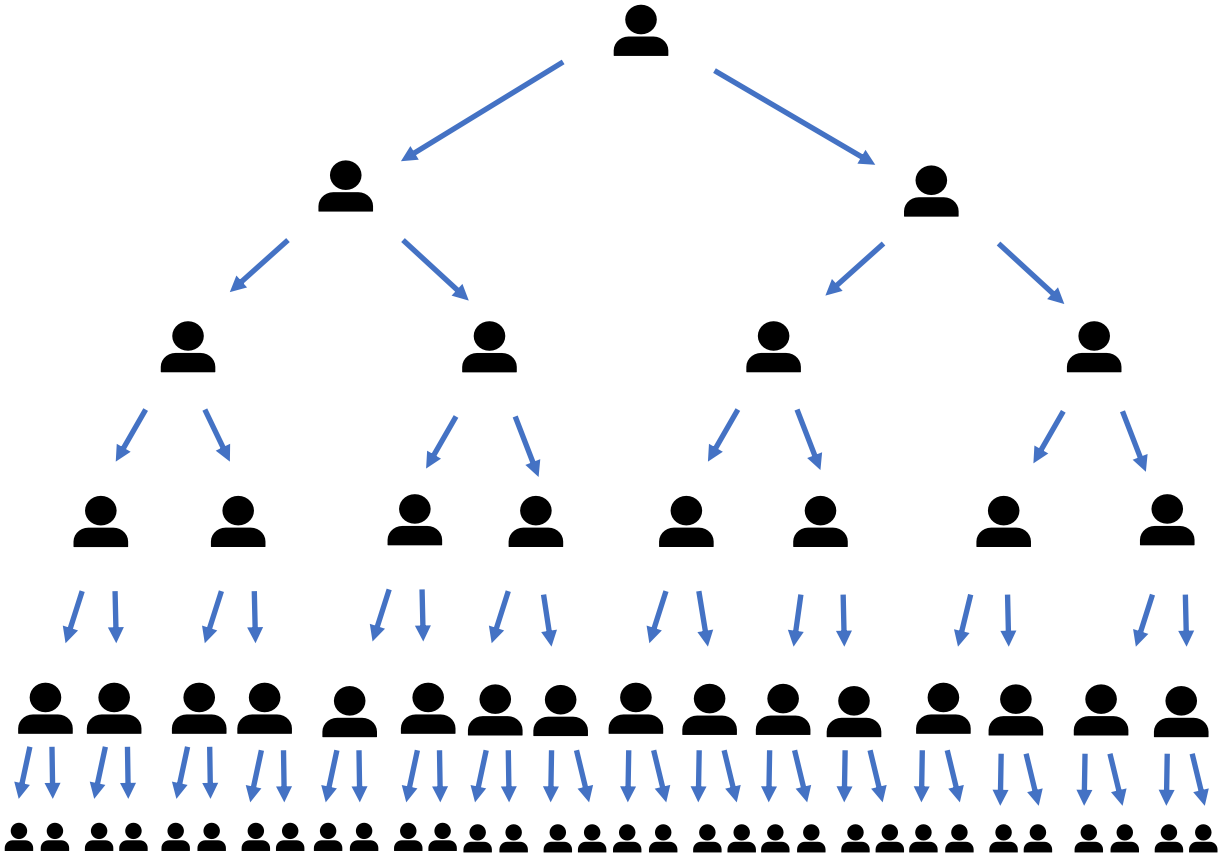
Also, there are many ways to capture this data. So, feel free to create a chart that helps you and your team see the generations of multiplication more succinctly. Below is a simple way to record your data, but creating a chart/diagram would be best.

Level 1 (You):

Level 2 (Leaders You Mentor):

Level 3 (Leaders They Mentor):

Level 4 (Leaders at 3rd Generation):

RPG MULTIPLICATION CHART

L.E.A.D.S.S.
Equipping Leaders for Generational Impact